

Centering Racial Equity Throughout Data Integration

Amy Hawn Nelson,
Actionable Intelligence for Social Policy

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THE ANNIE E. CASEY FOUNDATION



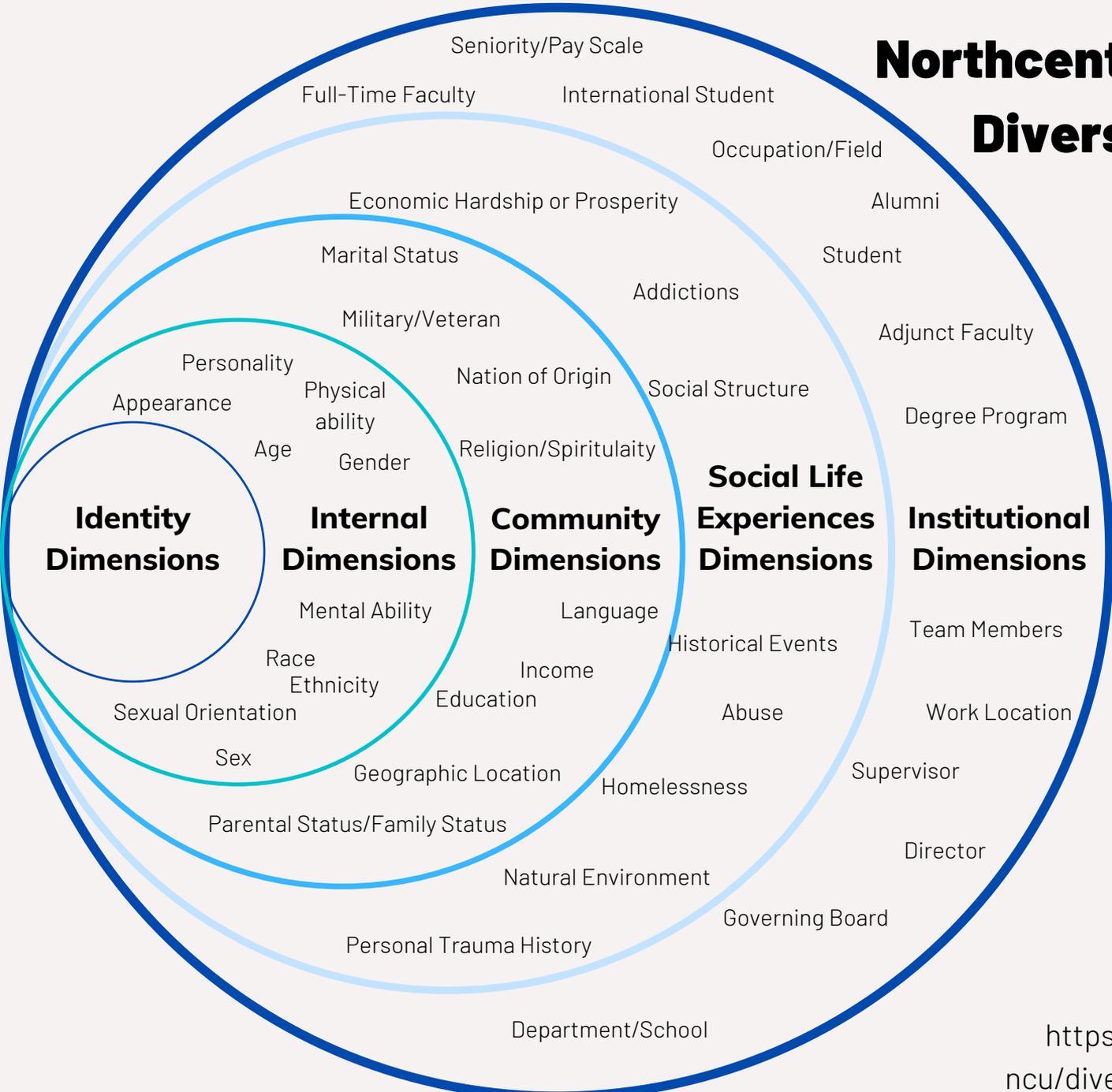
Introductions

- 1st, click the dots, make sure zoom has the name you want to be called + your preferred pronouns
- 2nd, in the chat, list out your primary identities (as you feel comfortable) [think, what are the priorities that make the most impact on your life, day to day]

Example (in no particular order):

Amy: white, cisgender woman, able-bodied, 1st language is English, mother, wife, FTE, community engaged researcher

Northcentral University Diversity Wheel



AISP'S Role



We are:

Data evangelists

Connectors, community builders,
thought partners, cheerleaders,
and data sharing therapists

Focused on ethical data use
for policy change

We are not:

Data holders or intermediaries

A vendor or vendor recommender

Focused on academic research

What we do

Peer Network

Guidance & Standards

Training & Consulting

Advocacy & Communications

Actionable Research

Our approach

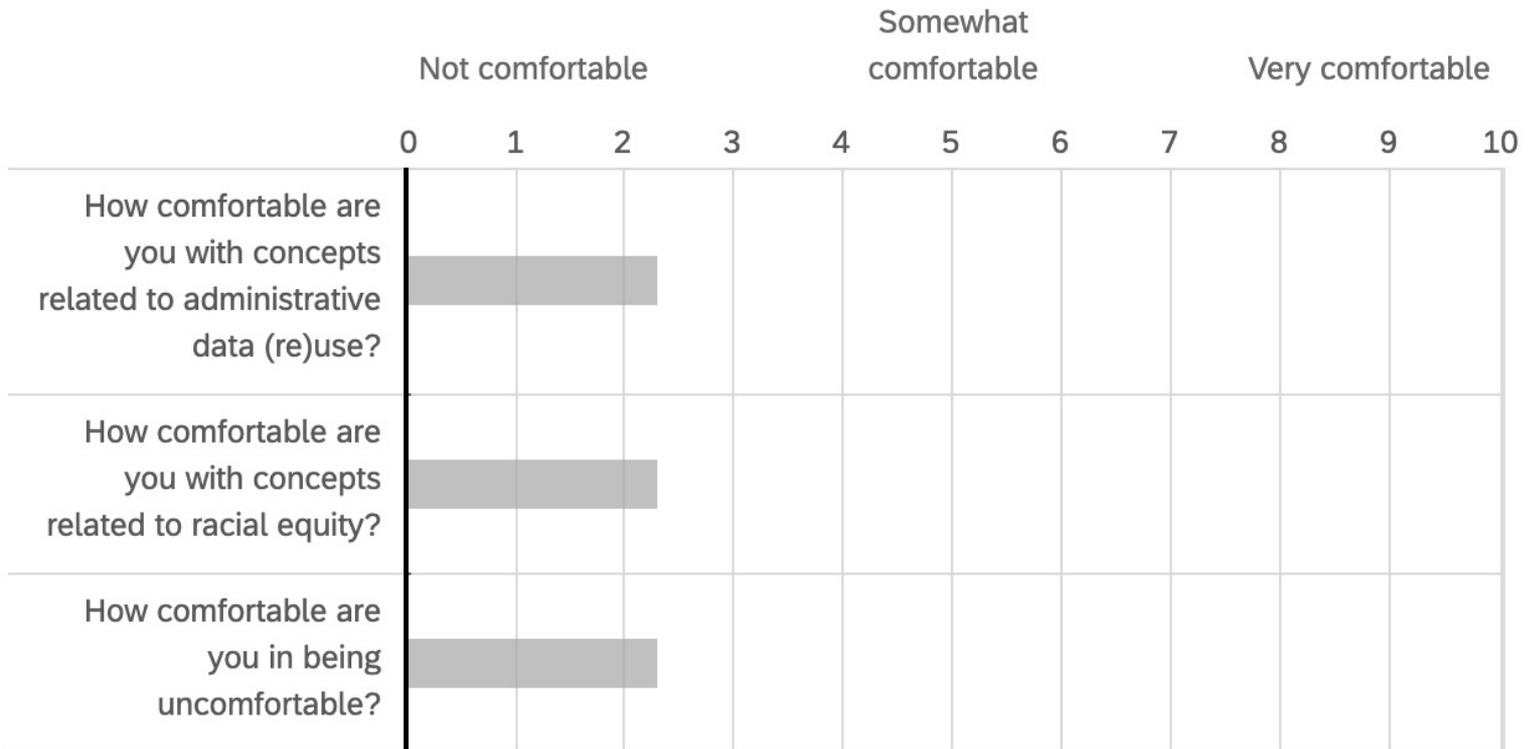
Data sharing is as relational
as it is technical.



We don't just need to integrate data;
we need to integrate people.

www.menti.com

code: 2304 2169



Racial equity is...

- **Racial equity** is the condition where one's racial identity no longer influences how one fares in society. This includes the creation of racially just policies, practices, attitudes, and cultural messages, and the elimination of structures that reinforce differential experiences and outcomes by race.²

An outcome and a process

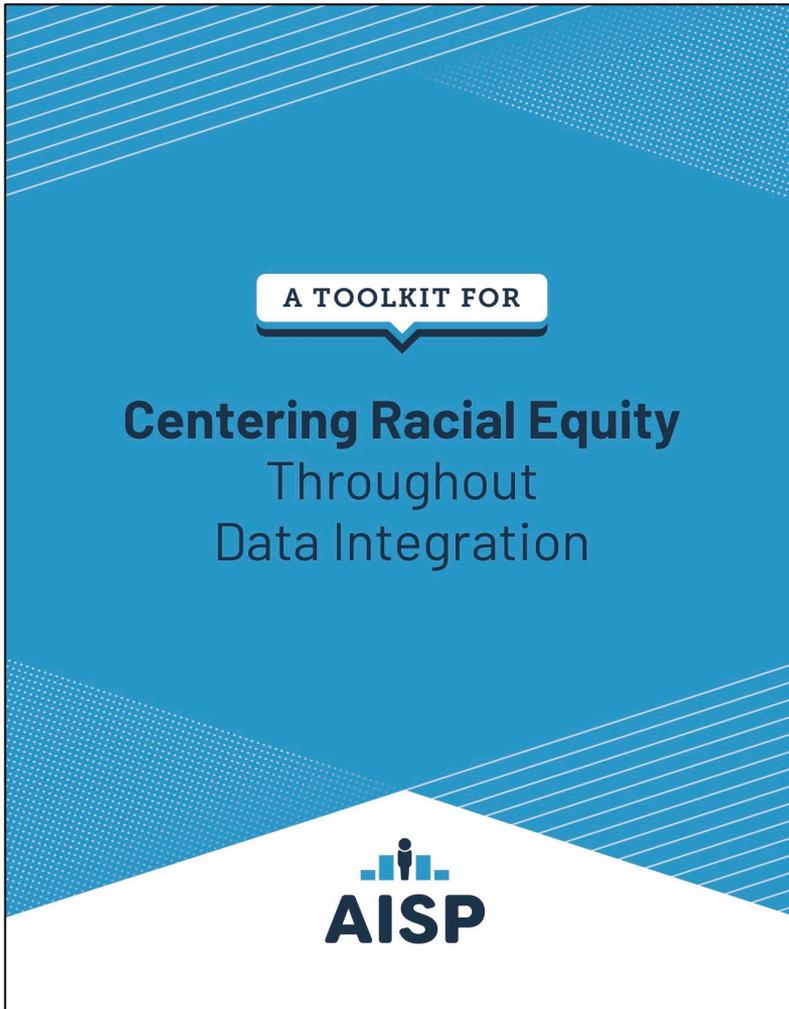
fundamental to all data and public health work

a social determinant of health and well-being and the absence is wasted potential - economic, social, human.

where race does not provide inherited advantages or disadvantages and doesn't serve as a indicator for how a person will do in life.

an imperative





<https://bit.ly/CenterRacialEquity>



Hawn Nelson, A., Jenkins, D., Zanti, S., Katz, M., Berkowitz, E., et al. (2020). [A Toolkit for Centering Racial Equity Throughout Data Integration](https://bit.ly/CenterRacialEquity). Actionable Intelligence for Social Policy, University of Pennsylvania.

Process



Workgroup Contributors

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Angela Bluhm	Chief Education Office, State of Oregon
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Raintry Salk	Race Forward and Government Alliance for Racial Equity (GARE)
Michelle Shevin	Ford Foundation

Work in Action Contributors

Allegheny County (PA), Department of Human Services,
Office of Analytics, Technology, & Planning

Allegheny County (PA) Department of Human Services,
Office of Equity & Inclusion

Automating.NYC

Birth through Eight Strategy for Tulsa (BEST)

Children's Services Council of Broward County (FL)

City of Asheville (NC)

City of Tacoma (WA)

DataWorks NC

Kentucky Center for Statistics

Mecklenburg County (NC) Community Support Services

New York City Administration for Children's Services &
Youth Studies Programs at the CUNY School of
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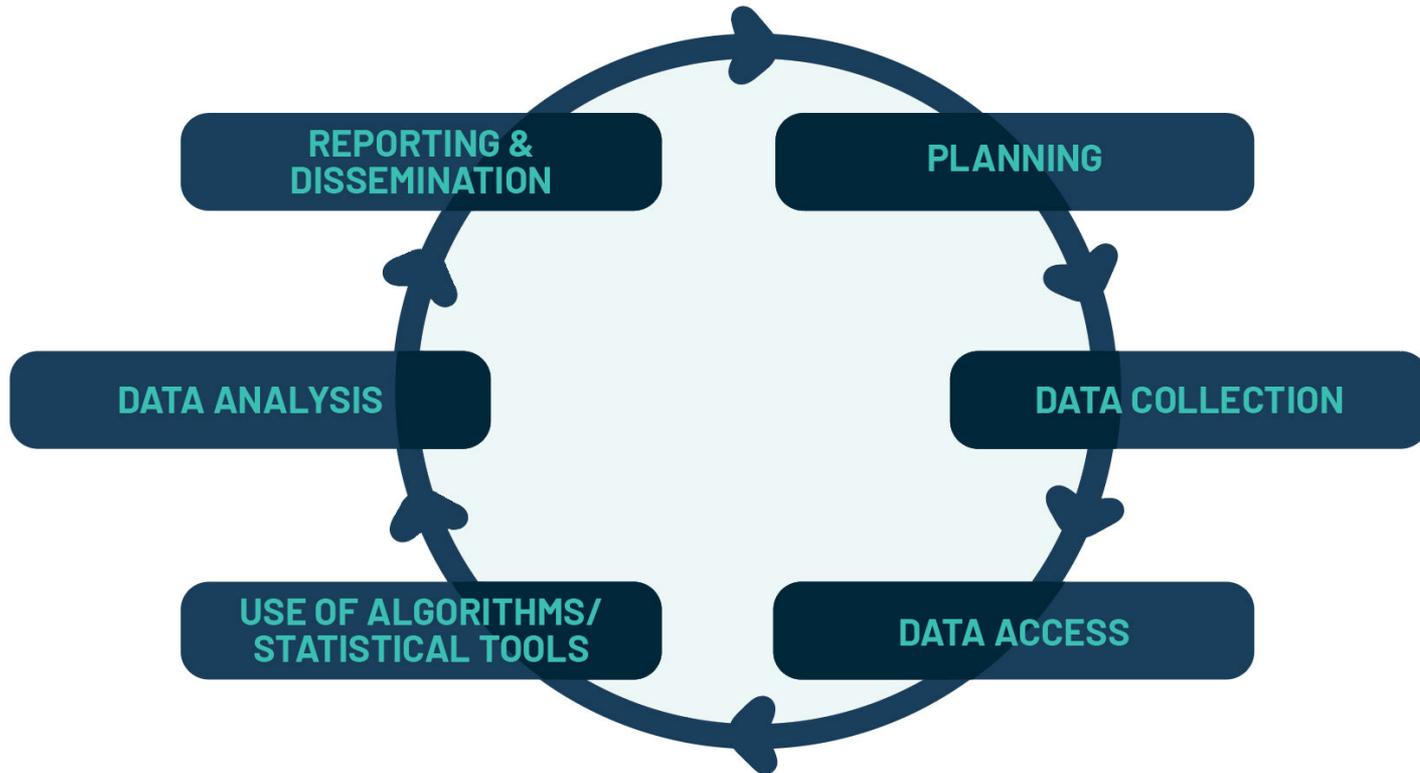
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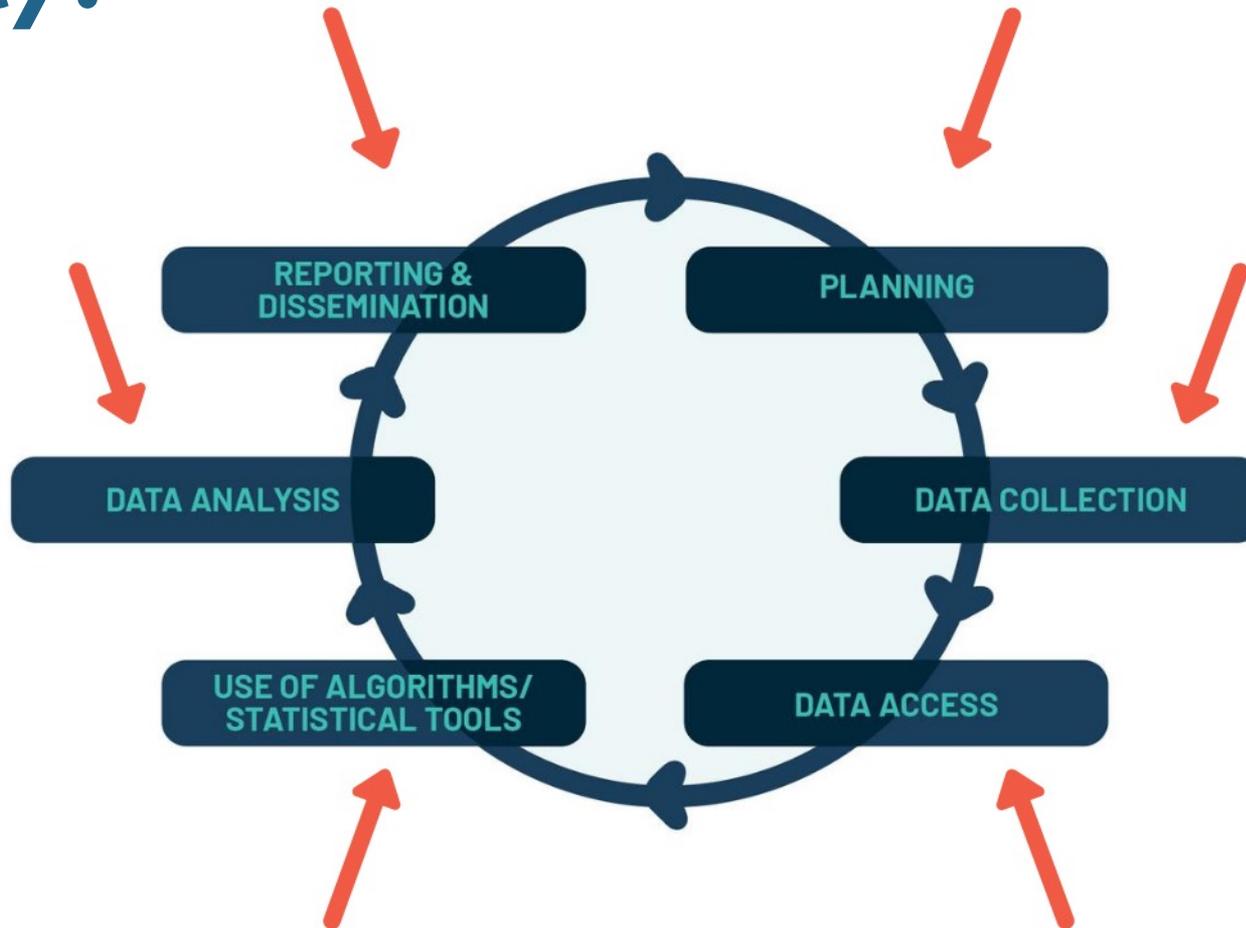
**As railroads and highways
both developed and
decimated communities, so
too can data infrastructure.**

**We can co-create data infrastructure to
promote racial equity and the public good, or
we can invest in data infrastructure that
disregards the historical, social, and political
context.**

Where do we need to center racial equity?



Where do we need to center racial equity?



WE STRONGLY ENCOURAGE:

- Inclusive participatory governance around data access and use
- Social license for data access and use
- A developmental approach to data sharing and integration—start small and grow

WE DISCOURAGE:

- Broad access to individual-level linked data
- Data use for enforcement or investigation actions against residents
- Use of predictive algorithms without determining responsibility, explainability, accuracy, auditability, and fairness*
- Use of linked data across institutions that have patterns of institutional racism, specifically, law enforcement, which has demonstrated significant racialized harm without sufficient safeguards in place

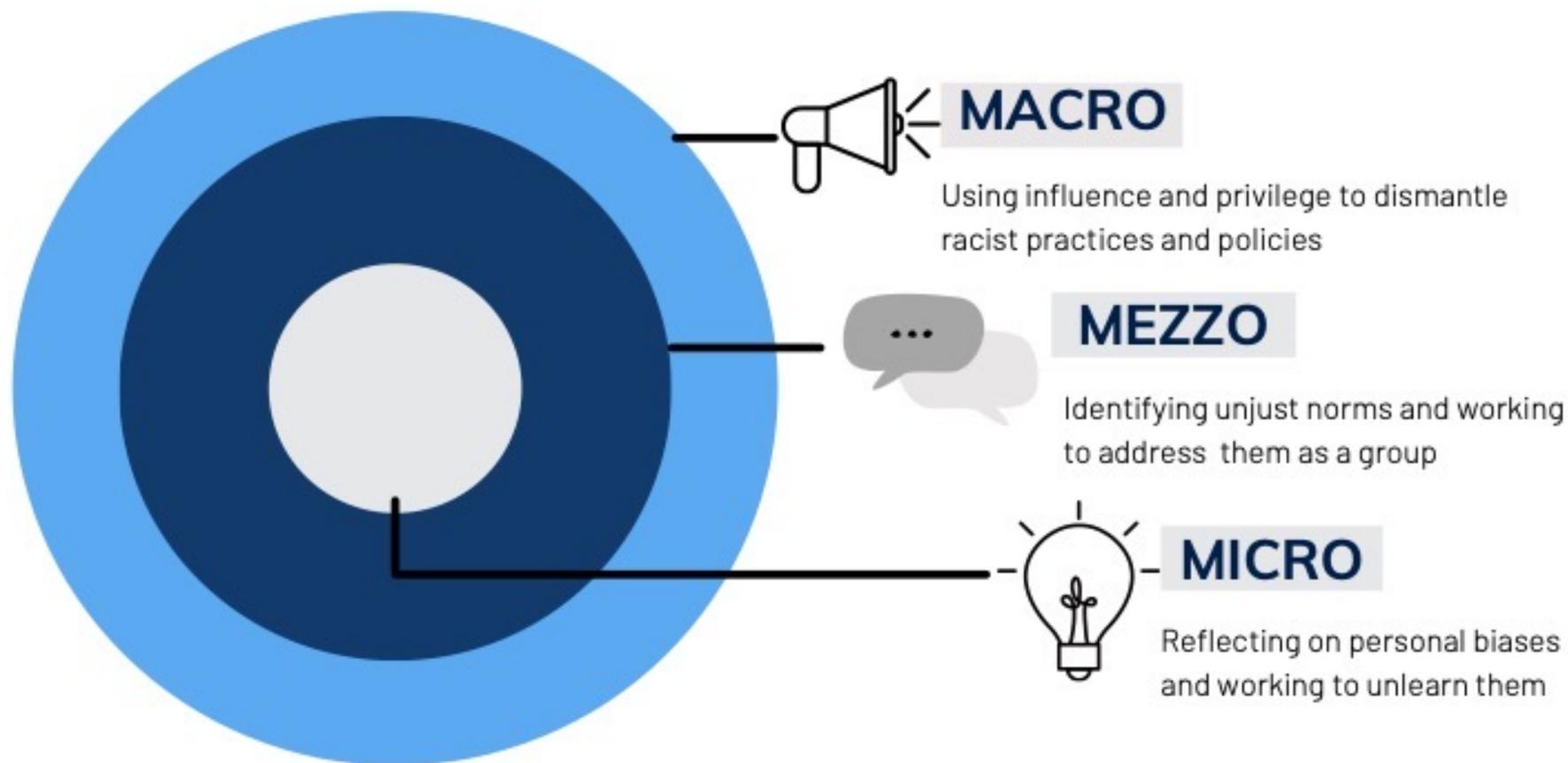
A Toolkit for Centering Racial Equity
Throughout Data Integration



<https://bit.ly/CenterRacialEquity>
#CenterRacialEquity

*<https://www.fatml.org/resources/principles-for-accountable-algorithms>

DISMANTLING RACISM ON MICRO, MEZZO, AND MACRO SYSTEMS





Is it legal?

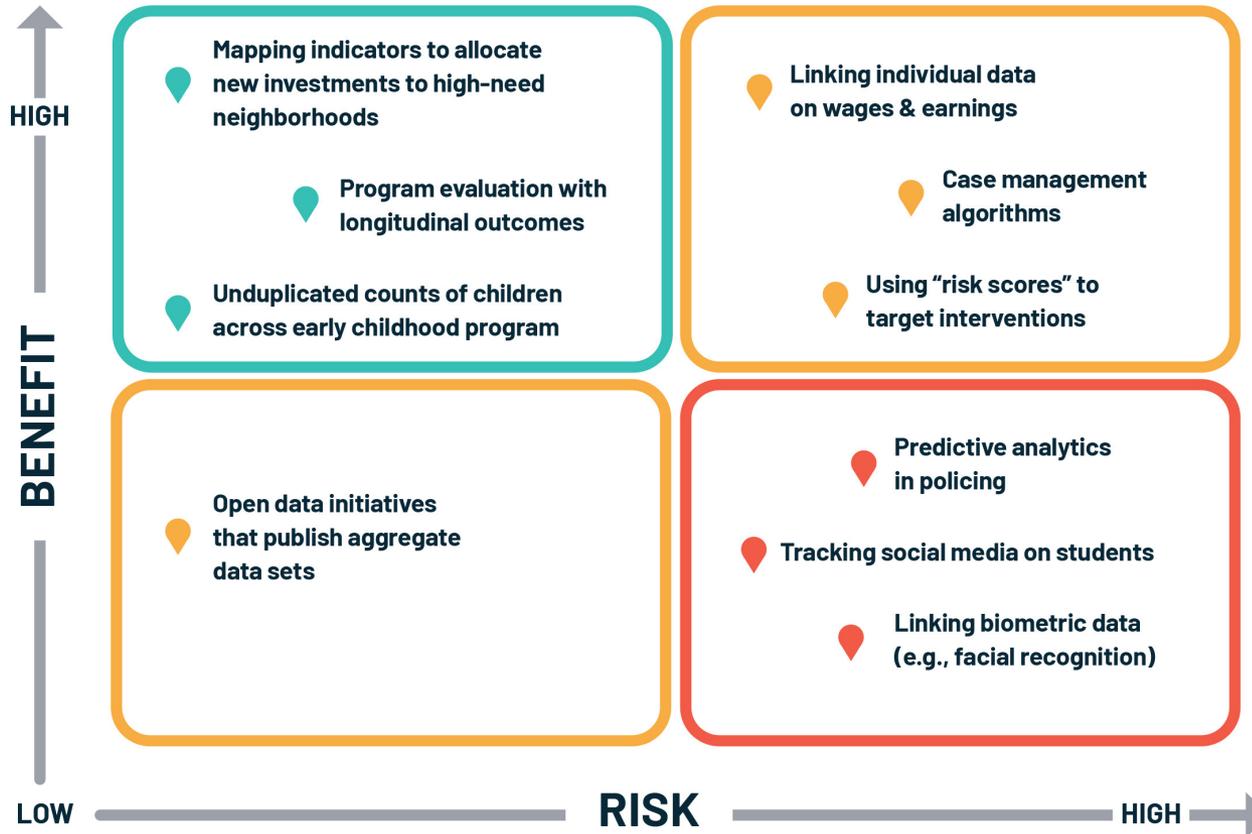


Is it ethical?



**Is it a good
idea?**

Benefit/Risk Matrix

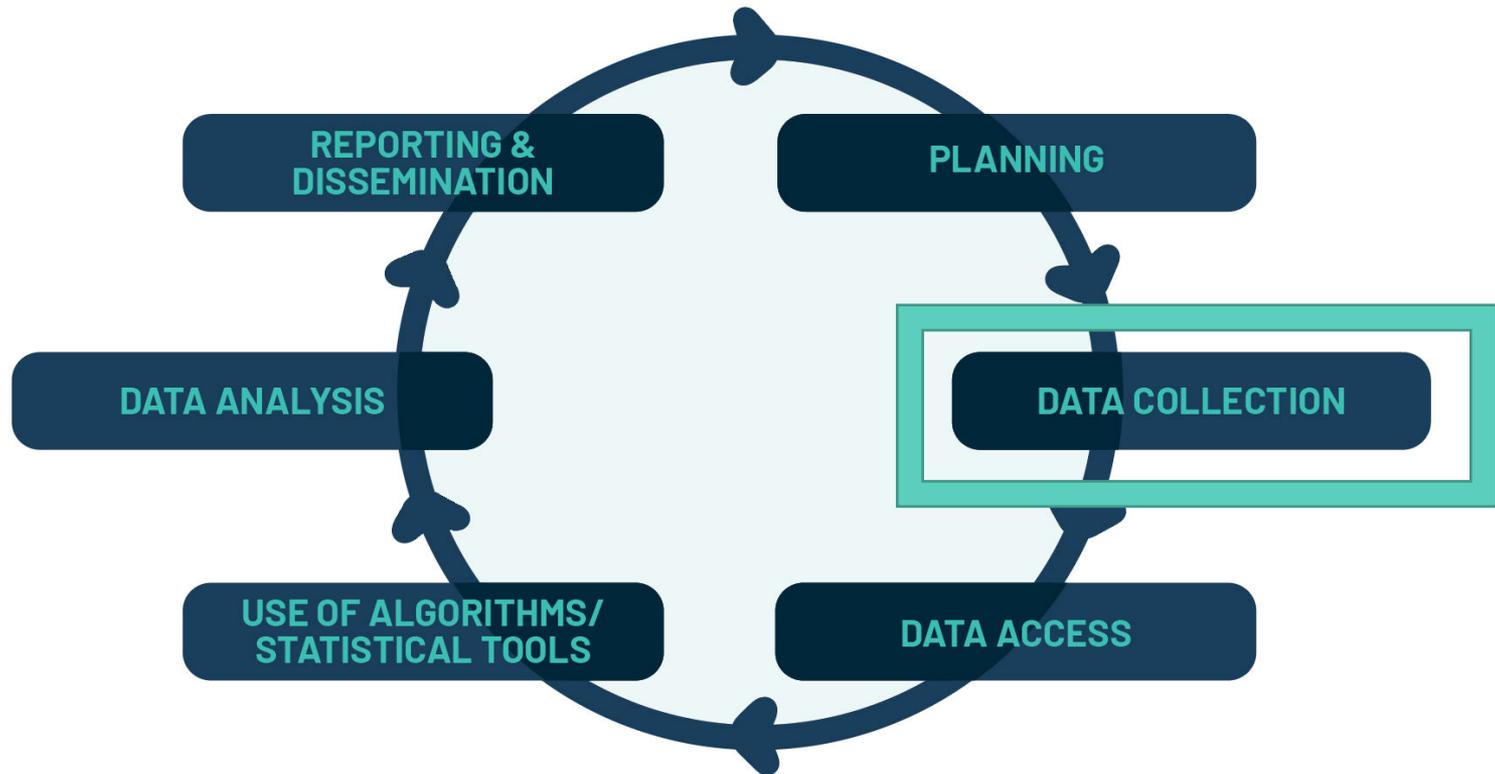


OPEN DATA	RESTRICTED DATA	UNAVAILABLE DATA
<p>Data that can be shared openly, either at the aggregate or individual level, based on state and federal law. These data often exist in open data portals.</p>	<p>Data that can be shared, but only under specific circumstances with appropriate safeguards in place.</p>	<p>Data that cannot or should not be shared, either because of state or federal law, lack of digital format (paper copies only), or data quality or other concerns.</p>

Data Classification Matrix

<p>Data can be shared with agreement and approval through governance</p>	<p>Open data; can be shared without an agreement</p>
<p>Not shareable</p>	<p>Technology and/or data structure limits ability to share data</p>

Where do we need to center racial equity?



Where does your data come from?

Think through where your data comes from.

- A registration form?
- A case worker?
- A primary source?
- A government agency? Agencies?
- Combination of these?

Share in the chat.

Spend a few moments thinking about your data collection

- Pretend that you are a parent/client.
- Pretend that you are in charge of data entry and record keeping.
- Pretend that you are a graphic designer.
- Pretend that you are in charge of tracking outcomes for your organization.
- Pretend that you are in charge of development for your organization.

Universal Data Elements, for research (with data integration)

- Full name (First, middle, last) [for data integration]
- Gender
- Race
- Ethnicity
- Birthdate (not age), Month/Day/Year [for data integration]
- Address
- If child, Parent/Guardian(s) Full name (First, middle, last)

Helpful Data Elements for research

- Language spoken at home
- Parent/Guardian(s) Birthdate
- Other sibling information
- Parental education
- Parental occupation
- Household income (offer wide range)

(use hud guidelines, http://www.huduser.org/portal/datasets/il/il15/State_Incomelimits_Report.pdf)

- Household size
- Others?

Considerations

- Security/Confidentiality/Storage/Data Minimization
 - Registration Forms are full of personally identifiable information (PII), should be handled/stored appropriately
 - Can you handle this electronically? Could you use an electronic form? Worth thinking about and offering for some families.
 - How is this data inputted electronically?
- Paperwork Burden on Families
 - Competing needs of access (readability, time to complete paperwork) and content
 - Do families have to complete same paperwork each year?
 - What is needed legally? Programmatically? Other considerations?

Thinking through some examples

Pick a #, 1-10.

Look at your assigned example of forms (that serve as core data collection, especially for demographic tables). (Examples 1-10)

- What do you notice?
- What seems like a great idea?
- What seems like too little? Or too much?
- What seems like a good idea for racial equity?
- What could be an unintended consequence?

Thinking about your own data collection

- How long is your form?
- What is missing?
- What is extra?
- How are your forms distributed?
- How are your forms collected?
- Are your forms inputted by staff? How long does this take?
- How is the data organized electronically?
- Who has access to this data?

Best Practices

- White space
- Lines you can actually write on (or better yet, electronic versions)
- Specific informed consent language
- Secure storage (remember, this is protected information)
- If you want to data share, get Student ID# (from student)
- Dual language forms
- A staff member who can support completion, when needed

What is a correct match? What is an incorrect match?

Source System 1		Source System 2		Source System 3	
Adelia	Jenkins	Della	Jenkins	A.	Jenkins
Amy	Hawn	Amy	Hawn Nelson	Amy	Nelson
Erin	Jimenez	Aaron	Jimenez	Aaron	Jimenez
Abigail	Aguilar-Morales	Abbey	Perez-Morales	Abbie	Perez
Lei	Chan	Li	Chen	Lei	Chen
ZsaShane	Saint James	Zsashane	St. James	Zsa Shane	James
Katie	Smith	Katherine	Smith	Kate	Smith
Salim	Abu Nadal	Salime	Nadal	S	Abu Nadel
Liu Yang	Chiyuan	Liu-Yang	Chih Yuan	Liu	Yuan

Q & A

Feel free to drop questions and thoughts into the Chat

Jamboard Time

1) What is a sticky idea from today?

2) What is one idea / concept / resource that you want to learn more about?

Back in the chat

What's one thing you are going to
think about differently
do differently
learn more about

based on some of the concepts discussed today?

Questions?

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And check out,

<https://bit.ly/CenterRacialEquity>

<https://bit.ly/DataIntegrationIntro>

Subscribe to our newsletter: <https://bit.ly/signupAISPnewsletter>



This session's key takeaways:

- Participants will be able to describe core benefits, limitations, and risks inherent to data integration and administrative data use, particularly related to racial equity.
- Participants will be able to assess current practices as positive or problematic in centering racial equity throughout that data life cycle.